



Board Governance Committee Agenda Item 7

March 20, 2018

Item Name: Revisions to Board Governance Policy Regarding Harassment, Discrimination and Retaliation Policy

Program: Board Governance

Item Type: Action

Recommendation

Approve the proposed revision to the Board Governance Policy regarding each Board member's responsibility for promoting a harassment-free and discrimination-free work place at CalPERS.

Executive Summary

Based on discussion at the December 2017 Board Governance Committee meeting, the team has prepared new language for the Board Governance Policy to address each Board member's responsibility for promoting a harassment-free and discrimination-free work place at CalPERS. The proposed revision is reflected in redlined form in Attachment 1 (see page 21).

Strategic Plan

This agenda item supports the 2017-2022 Strategic Plan's goal of promoting a high-performing and diverse workforce.

Background and Analysis

At the December 2017 meeting the Committee requested that the team bring back revised language for the Board Governance Policy that would formalize the pre-existing responsibility of each Board member to promote a culture and work place at CalPERS that is free of harassment and discrimination. As this is a responsibility of every member of the Board, the team has placed the new language under the "Board Member Roles, Responsibilities and Conduct" section of the Board Governance Policy.

Budget and Fiscal Impacts

Not applicable.

Benefits and Risks

Placing formal language in the Board Governance Policy stresses the importance of a harassment-free and discrimination-free workplace and leaves no doubt about each Board member's responsibility for promoting and supporting this goal.

Attachments

Attachment 1 – Proposed Revisions to Board Governance Policy

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